

# Navy Performance Appraisal and Reporting Solution (NPARS)

The Navy Performance Appraisal and Reporting Solution (NPARS) will consolidate Navy personnel performance evaluations, FITREPs, and EVALs into one system and allow for electronic form submission. NPARS is a Business Process Initiative (BPI) designed as a risk reduction effort to support the Navy's Personnel and Pay Modernization (Pers/Pay Mod) strategy. The implementation of NPARS will not change the basic personnel performance appraisal requirements as directed in the Bureau of Naval Personnel Instruction (BUPERSINST) 1610.10C (e.g., schedules, performance categories, rating criteria, etc.). What will change are the tools and mechanisms used to execute and process the appraisals.

The goal of NPARS is to:

- Consolidate the functionality of the current NAVFIT98A, Chief Petty Officer (CPO) Evaluations (EVALs), and Flag [Officer] Fitness Report (FITREP) systems into a uniform solution for all members of the Navy
- Deliver a single solution that supports both connected and disconnected operations
- Optimize and streamline business processes by transitioning from a form-centric environment to a data-centric environment.

## Business Benefits

Navy personnel performance evaluations, FITREPs, and EVALs, are currently conducted using two or three systems, depending on whether they are performed in the ashore or afloat environment. All systems basically allow users to complete electronic forms that must then be printed, signed, and mailed to the Navy Personnel Command (NPC) for further processing and storage in a Service member's Official Military Personnel File (OMPF). As a result the current Navy personnel appraisal process is time-intensive and inefficient.

The implementation of NPARS is expected to yield business outcomes:

- Reduce three FITREP/EVAL tools to one tool
- Enhance report tracking for commands, Immediate Superior in Command (ISIC), and NPC to ensure program compliance
- Cost avoidance by realigning existing workforce to support other core business processes
- Electronic submission, reducing hard copy reports and mailing costs
- Error reduction
- Improve efficiency and reduce processing time
- Increase timeliness of OMPF updates to within 48 hours of submission (currently, performance reports can be delayed approximately 160 hours before validation).

*The Sea Warrior Program (PMW 240) manages a complex portfolio of information technology (IT) systems to support Navy human resource management, criminal justice, Fleet support, afloat business applications, Navy and DoD portfolio management, DON administration, and joint aviation aircraft scheduling. The PMW 240 Program is part of the Navy Program Executive Office for Enterprise Information Systems (PEO EIS) which develops, acquires, fields, and sustains enterprise network, business, and Fleet support IT systems for the warfighters of the Navy and Marine Corps.*

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